

Old Age, Disability, Death

Special system for public employees only.

Exchange rate: U.S.\$1.00 equals 3.6 pula.

Sickness and Maternity

(1963 law requires employer in designated area to provide certain medical services for his employees and their families, and also to pay 25% of wages to female employees during 6 weeks before and 6 weeks after confinement.)

Work Injury

First law: 1936.

Current law: 1977.

Type of program: Employer liability/compulsory insurance with private carrier.

Coverage

Employed persons, including members of Armed Forces.

Exclusions: Casual workers and family labor.

Source of Funds

Insured person: None.

Employer: Whole cost, through direct provision of benefits or insurance premiums.

Government: None.

Qualifying Conditions

Work-injury benefits: No minimum qualifying period.

Temporary Disability Benefits

Temporary disability benefit: 66% of earnings up to 6 months; may be extended for additional 3-month periods up to 24-month maximum, with approval of Minister. Reduced amounts payable for partial disability.

Payable after 7-day waiting period until recovery or certification of permanent disability.

Permanent Disability Benefits

Permanent disability benefit: Lump sum of 60 months' earnings, if totally disabled. (Any temporary disability benefit previously paid is deducted).

Minimum benefit: 10,000 pula. Maximum benefit: 100,000 pula.

Constant-attendance supplement: 25% of ordinary benefit.

Partial disability: Percent of full benefit proportionate to degree of incapacity, according to schedule.

Maximum benefit: (lump sum), 10,000 pula.

Workers' Medical Benefits

Medical benefits: Medical and surgical care, hospitalization, medicines, appliances, and transportation, up to maximum of 30,000 pula.

Survivor Benefits

Survivor benefit: Lump sum of 48 months' earnings of deceased (less any temporary disability benefit previously paid); minimum, 5,000 pula; maximum, 80,000 pula.

Payable to dependents of deceased. Reduced amount paid if survivors were only partially dependent on insured.

Funeral grant: Lump sum of 100 pula.

Administrative Organization

Department of Labor and Social Security, enforcement of law.

Employers may insure liability with private insurance companies.

Unemployment

(Employment Bill provides for severance benefit after 60 months of continuous employment, and up to 14 days paid sick leave per year.)